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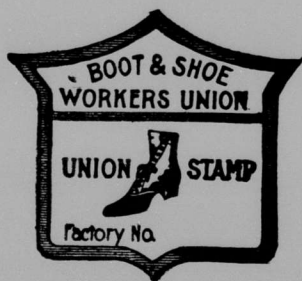
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Trade Union Principles



Last Friday evening the Labor Council had the pleasure of listening to an eloquent and learned discussion of trade-union principles by Grant Hamilton, organizer for the American Federation of Labor, and at present in charge of that organization's exhibit at the Panama-Pacific Exposition. Mr. Hamilton went thoroughly into the history of the American Labor movement and devoted particular attention to the epidemic for regulating wages and working hours by law. He said, in part:

In 1899 there began a distinct upward movement which, before it concluded its rapid cycle, brought a tremendous increase to the Federation. In numerical strength the Federation grew from a membership in 1899 of 350,000 to a membership of 1,650,000 in 1904. During this period trade union activity was unbounded, and likewise some of the bitterest jurisdictional controversies arose. Even though these internal conflicts over boundary lines or unions were intense, they did not impair to any considerable extent the effectiveness of the Federation.

As this large body of organized workmen grew to the proportions stated, it aroused, as was natural, the antagonism of many hostile forces. These forces, recognizing the tremendous power that the Federation was wielding, sought, through the legislative branches of our government, both national and State, to impose hardships upon the organized movement in the hope of stunting the growth of the workmen's organizations and of curbing their trade union efforts. Organizations of employers began to appeal to the courts for writs of injunction to restrain workmen from doing the things which the constitution of the United States and of the States gave them the right to do.

Judges of federal and State courts seemed to vie with each other in the issuance of injunctions in labor controversies, even though these judges knew that the injunctive writ was never intended to be employed by the equity courts save in cases where property rights were involved.

For years prior to 1906 the Federation had endeavored to secure an enforcement of the national eight-hour law and the enactment of legislation by the national congress and State legislatures, limiting the power of judges in the issuance of injunctions in labor disputes. It also urged other remedial legislation. The efforts put forth by the Federation to secure these changes were unsuccessful. Hostile Congresses refused to give heed to any of the appeals of labor, and erected apparently insurmountable barriers which effectually prevented the committees in Congress from even considering any measures relating to labor.

Smarting under this most unjust and arbitrary attitude of Congress, the representatives of all the international unions in the country were invited by the Federation to attend a conference held in Washington during the meeting of the executive council in March, 1906. These delegates were informed of the situation and a general discussion of remedies ensued. Some of the representatives at this conference favored the formation of a labor party, while a considerable number of the delegates favored the endorsement of a so-called labor party then in existence.

But the experience of those who had given close study to political movements knew that the necessary relief could not be secured through the medium of a partisan political party whose platform was based entirely on industrial issues.

When Marx and Engels were developing their peculiar philosophy they predicted that the competition in commerce would become so destructive among the small shop keepers, small manufacturers and middlemen generally that a comparatively short period would witness the tumbling of this class into what they pleased to term the wage slave or propertyless proletariat class. This fact, they further contended, would swell the proletariat ranks to such an

extent as to make it the overwhelming majority, against whose desires and power nothing could stand. Seventy years after this prediction was made history proves its fallaciousness. The last census records the population of this country as 93,000,000, while the wage earners number approximately 32,000,000, less than 40 per cent of the population.

Partisan political enthusiasts glibly assert that if the working people would unite politically they could control the machinery of government. Concealed in this statement is an erroneous conception of the real situation. Practically everyone works, but in classifying the people with reference to identical interests the assertion is faulty and deceiving.

In New York State, where a so-called partisan labor party has been appealing directly to wage earners for many years, the 1912 vote statistics give 4 per cent of the total vote to this party. In Massachusetts in the same year 2.6 per cent of the vote was secured. In New Jersey the per cent was also 2.6, while Maryland gave only 1.7 per cent. These States are the largest industrial States in the union, yet the labor partisan political policy has proven a total failure. In contradistinction to this record we find that in the corn-growing, alfalfa-producing State of Oklahoma, where the industrial population is small, 16.6 per cent of the vote went to the so-called partisan political labor party. These facts, together with corroborative history and cumulative evidence of a similar character, were the reasons why the American Federation of Labor has always opposed the hitching of the trade union movement to a partisan political kite.

After a full and free discussion it was finally decided that a policy should be adopted which would conform to the general laws and policy of the Federation—that is, that while the acceptance of the policy adopted was to be urged, the individual members of the organizations of labor were to be left free to exercise their own best judgment. This policy, succinctly stated, was to "administer a stinging rebuke to the members of Congress who were conspicuously hostile to remedial labor legislation, and to reward by our support those members of Congress who recognized the inherent rights of the workmen, and wherever possible, to urge trade unionists to nominate and elect men to Congress who carried paid-up union cards."

The first effort made by the Federation in carrying out its political policy began in the summer of 1906. Congressman Charles E. Littlefield, from the second district of Maine, who was then a prominent member of the merchant marine and fisheries committee of the House of Representatives, was one of the conspicuously hostile members of the House who never lost an opportunity to express his displeasure and antagonism against any and all measures which had for their purpose the doing of justice to the working people.

Early in August it was decided by the labor representation committee, President Gompers, Secretary Morrison and Vice-President O'Connell that the congressional district of this hostile congressman should be invaded for the purpose of communicating to the constituents of Mr. Littlefield his attitude toward labor. In accordance therewith, President Gompers, accompanied by about twelve representatives of international unions and organizers of the Federation, proceeded to Mr. Littlefield's district and there began the memorable campaign which marked the entry of the Federation into the national political field.

There were two reasons why the second district of Maine was selected for the first battle. Mr. Littlefield was one of the brilliant leaders of his party in Congress, and it was well known that if the Federation waged a campaign against him he would bring to his support all of the leading lights of his party, and thus the campaign of the Federation would be given a publicity which could be secured in no other way. With this publicity it was believed that the trade unionists throughout the entire country would be stimulated to

(Continued on Page Four)

emulate the example set by the labor representation committee of the Federation in the Littlefield campaign. This proved true.

As was expected, Mr. Littlefield drew to his support the administration forces and the most influential members of Congress, judges and politicians of that day, as well as the National Association of Manufacturers. The second district of Maine became the arena for the greatest political battle of the age. But the Federation forces faced this galaxy of talent and of wealth with undiminished ardor. Less than one thousand organized working people resided in the second district, and one-third of these was composed of women without a vote. The cause of labor was presented to the people of the district as effectively as the means at our command permitted. On the other hand, lavish expenditures were made to save from oblivion this arch enemy of labor. But labor fought on with a tenacity and honesty of purpose which inspired even in its adversaries a wholesome respect. The organized workers of the district responded practically as a unit and did their full duty in the contest.

Charles E. Littlefield was not defeated, but instead of receiving the usual 5000 majority, he was re-elected by approximately 1000 votes, and during the Congress to which he was elected, he resigned. The reason for the retirement of Mr. Littlefield was brought about by the fight waged against him by the forces of organized labor. His true record had been laid before his constituents, and this fact made his future political success extremely doubtful.

The congressional elections in Maine occur every two years on the first Monday in September, two months before the general congressional elections in the other States. The Littlefield campaign was of such an encouraging nature that labor men in various parts of the country became active in support of the Federation's political policy, and as a direct result of that contest made by the Federation in the Littlefield district, six trade unionists in widely separated districts throughout the country sought nominations for Congress, were successful, and were also successful in being elected.

In the congressional elections of 1908, two years later, the six trade unionists who had been elected in 1906 were re-elected, together with four additional trade unionists, making ten in all.

In the congressional elections of 1910, there was a still further gain of five additional trade union members, thus giving labor a group of fifteen members of Congress.

In the congressional elections of 1912, there were two more trade unionists added to the labor group, making seventeen in all. This campaign, however, resulted in the elevation of one of the members of the House labor group, William Hughes of New Jersey to the United States Senate, giving the labor group a membership of sixteen in the House of Representatives and one in the United States Senate.

If the efforts of the Federation throughout the four congressional campaigns had only resulted in the election of the seventeen trade union members of Congress, it would have been an achievement worthy of note, but the legislation which has been secured during the four congresses since the first advent of trade unionists to membership is not only worthy of note, but is of tremendous importance.

Frequently have the members of the labor group been called in conference relative to measures affecting labor. Their influence has been notable. The results which they have been able to secure are worthy of the commendation of the entire labor movement.

Let me digress for a moment to pay a tribute to one of your fellows. One of the men elected from your city to the national House of Repre-

sentatives has shown conspicuous ability and energy and is deserving of the commendation of all men of labor. His loyalty is unquestioned and his efforts on behalf of remedial labor legislation have been untiring. His knowledge of the trade union movement, his experience as a member of the executive board of Iron Molders' International Union, have fitted John I. Nolan to render valuable service to the labor movement of the country. The good judgment of the California unionists finds no fitter expression than in their selection of John I. Nolan to represent them in Congress.

You have in California, however, one Congressman (Kahn) who voted against the immigration bill and also was paired to sustain the veto of the bill, being the only representative from California who opposed the passage of this bill. Unionists of other sections of the country would commend any action on your part that would result in keeping the gentleman at home.

During the Sixty-second Congress, by the aid of the labor group, the eight-hour law was more generally enforced and also extended to cover contracts let by the government. Two battleships were authorized at this session and it was specifically provided that the contract between the government and the successful bidder for the work must contain a specific provision for the eight-hour day.

During the second term of President Roosevelt he issued what was known as the "gag order," prohibiting civil service employees of the government from seeking redress of grievances, except through their departmental heads, the latter being clothed with power to take up these grievances or not, at their discretion. The right to join labor organizations other than those designated by departmental officials was also prohibited. The Federation secured the repeal of this "gag order" by an amendment to the post-office appropriation bill. This amendment gave the civil service employees the specific right to seek a redress of grievances in any manner deemed most expedient by them and also to join any organization of labor they saw fit.

The greatest achievement, however, made by the Federation was the passage during the Sixty-third Congress of the Clayton bill. The Clayton bill deals with one phase of the trust question. Among its provisions, labor organizations are taken out from under the classification of trusts. Injunctions and contempt of court are also regulated.

It will be remembered that when the Sherman Anti-Trust law was passed by Congress in 1890, efforts were made by the Federation to secure an exemption clause, expressly providing that labor organizations should not come within the purview or under the operation of the Sherman Anti-Trust law. For a time this law lay dormant upon the federal statute books, but the first decision rendered by a federal court under the Sherman Anti-Trust law applied the anti-trust law to the organization of labor.

This case arose in New Orleans and involved two local unions of longshoremen in that city. The leaders of the organizations were indicted under the conspiracy provisions of the Sherman Anti-Trust law and the federal judge before whom the case was tried declared that the organizations of labor came under the purview and operation of the Sherman Anti-Trust law.

By the provisions of the Clayton law, labor organizations were taken out from under the classification of illegal combinations and conspiracies in restraint of trade.

Labor contended from the outset of this controversy that the law making power and the courts went beyond their authority when they classified labor and labor power in the same category as the products of labor.

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The injunction limitation portion of the Clayton bill gives to the workers of this country a bill of rights that permits the working men and women to work out their destiny in a natural and normal way.

The contempt portion of the bill makes impossible the practices of the past. Where contempts of court are committed in the actual presence of the court, the sitting judge retains the right to administer summary punishment, but if the alleged contempt is committed outside the actual presence of the court, the defendant has the right to demand a jury trial. Thus these three subjects contained in the Clayton bill, or rather the Clayton law, have been satisfactorily dealt with and incorporated in the federal statutes of our country, and an example set for our State legislatures.

The workman today is free to carry on his activity in the securing for himself and his colleagues a higher wage rate, shorter hours and better conditions of labor without being hectoring and maliciously prosecuted by hostile employers of labor.

It must be borne in mind, however, that the Clayton law applies only to federal courts. It is now necessary for the State federations to seek legislation of a similar character which will regulate in the same manner the practice in the State courts. Secretary Scharrenberg of the California State Federation informs me efforts are being made to pass such legislation in this State. California unionists should give to the State federation their earnest and loyal support to the end that this legislation may be speedily enacted.

Another important legislative achievement has also been secured. For many long years another stalwart unionist of your city has persistently been pressing the claims of the seamen for justice. Andrew Furuseth has realized his ambition to free the sailors. His clear conception of the philosophy of human rights and doggedness of purpose has won for those he represents long retarded justice. To Andrew Furuseth belongs the laurels of victory and the gratitude of all lovers of freedom.

While the Federation has been the subject of sharp criticism on its political policy, yet its critics are now compelled to admit that the history of the entire world does not show a single instance that looms so large on the horizon of labor as does the Federation's legislative achievements secured during the past eight years.

I should be untrue to the organized labor movement were I not in conclusion to interject a few words of caution. Legislation is necessary to supplement the economic efforts of our unions, but too much dependence must not be placed upon legislative enactments. The length of our work day, the wages we receive and the conditions under which we work, should at all times be determined by the trade union itself wherever possible. Where workers are employed directly by the government or any of its political sub-divisions, States and municipalities, wages, hours and conditions of labor are properly regulated by law. So also are the hours of labor in hazardous employment and where questions of health are involved properly regulated under the police power of the State.

The minimum wage theory which has gained considerable headway in this country, has been

imported from Australia, the so-called "paradise of labor." In a number of States in Australia the workers are in control both economically and politically.

In view of the activity of a certain group of individuals (comprising men and women who hold membership in the trade unions as well as others who attach themselves to every movement or theory by whomsoever promulgated) in espousing the regulation of all human efforts by law, the occurrences of the past few months in Australia throw an illuminating sidelight on the proposed program of intensive regulation by law.

Trade unionists are jealous of the rights of their unions and of the liberties of the members thereof and vigorously oppose the adoption of any speculative philosophy that even leads in the direction of delegating the present economic influence and power to outside agencies. The history of the control by law of working men and women and their organizations is of such a character as to thoroughly alarm the trade unionists of this country as to the consequences should the law regulation theory secure any considerable support from the members of the trade unions.

With the growth in membership, influence and prestige of the American Federation of Labor, there has also been naturally developed in the unions a tremendous economic force which has thus far been employed in securing, by independent political methods, the enactment of legislation clearly defining the line of demarcation between human and property rights. Other legislation relating to health and safety, in which all society, more especially women and children, is deeply concerned, has been properly enacted.

Because of these accomplishments there arises the danger of overstepping the bounds of discretion and the placing of measures upon the statute books of the nation and States that will help strip the trade unions of their present position of rights, power and influence and delegate the control of the trade unions to some bureaucratic board or commission that will eventually usurp the inherent rights of the workers.

Minimum wage and regulation of hours in all private employment are advocated by the group mentioned. History or even the present-day results which are being produced by the "experiments" which Australia has been conducting seem to have no influence upon the law regulation enthusiasts. Therefore, should the labor law regulating enthusiasts be successful in fastening upon the working people of this country the pres-

ent Australian system, the danger to American trade unions is emphasized in the recent opinions and decisions of the officials in control of the Australian labor law regulating machinery.

In the September, 1914, issue of the New South Wales "Industrial Gazette," issued by the Department of Labor and Industry, Justice C. G. Heydon, judge of the court of industrial arbitration, clearly indicates that the court is about to inaugurate a series of reductions in wages. The European war has had a depressing effect that is world wide, but Australia for a long period has enjoyed industrial prosperity. While the war broke out about the first of August, yet you will observe how quickly did the labor regulating machinery get into action (September) to shift the entire burden upon the wage earners.

The expressions used by Justice Heydon are clear, and his future action is definitely outlined. On page 641 of the "Gazette" of September, he says:

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"Bad times mean a lessened demand for labor; that is to say, it means there is more labor offering than is needed; there becomes a superabundance of labor. That, in all stages of human history, has been accompanied by a reduction of wages. That is nature's remedy for the short demand. The demand is stimulated by the lower rates. If wages are lower under circumstances like those, how are they to be lower if a hard and fast rule is to be applied? You are not to give a man who is getting a living wage any less, and you are not to give those above them any less, than their usual proportion of superiority. They cannot be brought down at all. Clearly, if they are to come down and you are to preserve the living wage, they must come down from the top, because the man who is getting the living wage is resting on bedrock apparently. Of course, he is not really resting on bedrock, because he can lower his standard, and that is what always happens.

"The bedrock wage is not really and truly a bedrock wage because it rests on a standard."

The logic of Justice Heydon in declaring that reducing wages will stimulate industry is pure buncombe. The state of industry is largely controlled by the purchasing power of the mass. To reduce wages would still further reduce this purchasing power, and add to the stagnation rather than act as a tonic to stimulate industry. His invitation to reduce wages amounts to a tragedy when taken into consideration with the fact that the price of foodstuffs has increased enormously in Australia as well as elsewhere since the war in Europe started.

With subtle judicial instinct, this judge, clothed with the arbitrary power delegated to him by the assent of the wage earners, extends a cordial invitation to employers to make use of the labor law regulating machinery in securing reductions in wages, Justice Heydon declares:

"I wish to point out to the industrial world that the general rule that awards are to run their term and not lightly to be reopened applies, of course, only when matters are pursuing an ordinary course, and not in times of violent and sudden change. If the parties concerned in any award should find, therefore, that it ought to be altered, or that fresh provisions are required to meet a state of things never contemplated, they have only to approach their boards or the court."

Trade unionists are familiar with arguments of this nature, but they have steadfastly refused to accept the dictum of those who would place the entire burden of an industrial depression upon the backs of the actual wealth producers, neither will they consent to the construction of statutory machinery clothed with authority to arbitrarily determine wages, hours or conditions of labor.

Trade unionists are fact diggers, and are not veered in their course by fantastic arguments and half truths. That the Australian system of wage boards and court of industrial arbitration were created with a total disregard of the relationship that exists between legal enactments, employer and employees and judicial tribunals, as well as the fundamental principles underlying organizations of workmen, is apparent. The authorized spokesman for the labor law regulating machinery (Justice Heydon) created by the assent of Australian workmen, asserts in plain language that the champions of labor law regulation failed to consider at least one important phase of the subject. He says further:

"Though at the time the act was passed it is probable that no such cataclysm as the present was contemplated, it is yet true that the powers with which the legislature clothed the various tribunals which it called into existence are very extensive, and probably quite sufficient even for such a case. It is hard to conceive any dis-

turbance of conditions in the industrial world which could not be fully dealt with by the boards and the court. I say this in a time when heavy trouble is threatening, and much natural apprehension is felt, and a great responsibility rests upon us all, as my contribution towards allaying excitement and calming the public mind."

As a fitting climax to the decree of Judge Heydon, he, by official edict, in January, by one stroke of his pen, swept aside every legal enactment relating to labor and decreed that all wage board proceedings should cease, so far as the betterment of the wage earners are concerned, until such time as he deemed it advisable to rescind the order.

The minimum wage is not the success that some claim for it. Many who have given the subject wide study are opposed to it. While a few might temporarily be benefited at the inauguration of such a law, there are many factors in this sort of legislation that are overlooked. Rumbblings of dissatisfaction are coming from the State of Washington where the law has been in operation but a year.

The scheme that lurks behind this intense desire to regulate by law the wages of women and minors is to eventually extend it to apply to all wage earners. With this accomplished a system of compulsion will be instituted whereby the lives and activities of the wage earners will be minutely directed by some bureaucratic commission. This labor regulating machinery will be controlled by those not in sympathy with the workers. Then, no matter what onerous conditions are imposed by these labor directing commissions, any effectual protest, or the exercise of the inherent right to work or not to work, immediately will stigmatize the workers involved as law breakers.

In Oregon the garment workers are well organized and maintain a union scale throughout the industry. The lowest scale established by the union is \$12 per week. Upon the passage of the Oregon minimum wage law the employers in the clothing industry—not the employees, mind you—petitioned the wage-fixing commission to investigate that industry and legally fix a minimum wage. The commission performed its function and promulgated a minimum wage of \$9.50 per week—\$2.50 below the scale which had been established by the union.

The garment workers immediately called a strike, even though they became at that moment law breakers, against the ignominy of having their wages reduced by law. Such stubborn resistance was shown by the union garment workers that finally the employers in the garment industry agreed to pay the union scale.

A short time ago I read in an Eastern periodical an article written by Harris Weinstock, in which he strongly advocated the legislative minimum wage for women and minors. Singular as it may seem while this gentleman is profoundly interested in regulating the wages of women and minors by law, he is not favorable to the regulation of these same wages by unions. In his article he asserts that union men who oppose the legislative minimum wage do so because they desire the unions to be responsible for the establishment of the minimum wage. The Oregon incident which I have just related will probably explain the attitude of Mr. Weinstock, the employer.

For years the Federation has been exercising its great prestige and influence to the end that the working people may be permitted to work out their own destiny by the methods which have proven by experience to be practical and productive of permanent betterment. In Colorado the commission created to investigate the question of a minimum wage for women and minors, has not a single representative of the wage earners,

organized or unorganized, as a member. Recently a Mrs. Van Dusen, a member of the commission, heralded it abroad in a loquacious interview in the newspapers that women could live in Colorado cheaper than in any other State in the union, and named \$5 a week as the sum. Miss Mary Porter, a school teacher, is supposed to represent labor, but in Colorado pedagogues hold

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themselves in the "professional class." Whatever may be its recommendations, should there be any in the future, will be based entirely upon theory, and that theory concentrated upon the least possible amount that will be required to maintain a woman and minor. No actual experience in industrial occupations will be applied in the analyzing of the complex relations of employer and employee, nor can the inherent rights of the wage earners be accorded proper consideration by the present commission, constituted as it is. Under the present Colorado commission the central idea is to drive to the lowest point the cost of living. In contradistinction to this unfair and unjust basis, the trade unions have always contended that wage scales must not be "embossed" on the bread line; that the wage scales must represent a fair "profit" to the wage earner over and above any possible fluctuation of living cost for a stated period. The ultimate result of labor law regulating machinery will witness a general policy of wage boards and wage commissions to determine how little the workers can live on and base their conclusions and decisions accordingly.

As an indication of the sentiment prevailing in the minds of at least some public officials even in this country with reference to the regulation of labor by law, it is only necessary to refer to the recent utterances of the governor of Massachusetts. This chief executive advised in a public announcement that the labor laws of that State be suspended during the progress of the present European war in order that employers in industry might have a free hand in executing whatever contracts might be secured from the warring nations. It is not difficult to forecast what would have been the result in that State had there been labor law regulating machinery similar to that in operation in Australia.

The establishment of the minimum wage for women and minors and the regulation of hours in private employment by law is fanciful and appeals to faddists and political enthusiasts, and has drawn the sympathy and support of a considerable number of unionists. Economically it is unsound and a dangerous experiment. No body of organized human units ever gave the economic conditions of workmen and workwomen even passing consideration until the American Federation of Labor demonstrated its ability to secure for them by organized effort shorter hours, better wages and improved conditions.

Whatever inroads these theories have made in the past the trade unionists will never relinquish their right, when these questions are fully comprehended, to determine for themselves their hours, wages and conditions of labor.

WAR-TIME LETTERS COLLECTED.

To collect as many private letters and as much printed material as possible concerning the great war in Europe has been undertaken by a committee of the faculty of the University of California.

Gifts of private letters concerning war-times would be particularly welcome. Nothing that gives evidence of the state of public opinion in Europe or elsewhere at the present time is too small or too insignificant to have a value for the future student of history. This University committee, therefore, is particularly desirous of receiving picture post-cards, pamphlets, special numbers of newspapers, semi-official circulars intended to influence opinion in this country, correspondence, books, magazines, and whatever else may be available.

Ephemeral literature expressing the opinion of the day is apt to disappear with great rapidity,

so the faculty committee feels that now is the time to collect official and non-official material dealing with the war.

Any friends of the University who are willing to aid in the undertaking should send their contributions of material to "The War Collection Committee, in care of the Bancroft Library, University of California, Berkeley," or to any individual member of the committee, which consists of Professors H. Morse Stephens, C. G. Chinard, George R. Noyes, J. H. Senger, and Frederick J. Teggart.

WHITE OR ORIENTAL LABOR.

By William T. Bonsor.

Why is it that Japanese and Chinese continually strive by all manner of means, illegal and otherwise, to gain admission to the United States? Because so many of our American people employ and patronize the Asiatic in preference to our own citizens and thereby make it profitable for them. The inducement of steady occupation is offered the Oriental.

In China and Japan the condition of the worker is poor indeed. He is an actual slave and perpetually exists in utmost poverty. This compulsory low standard of living is of such a nature that comparison with any condition in this country does not permit of a true conception of the Oriental system.

The Asiatic, trained to fit such a system, comes to America determined to save a few dollars that will keep him in comparative comfort or possible luxury in his native land in his declining years. He is able to sell his labor cheap. He is servile and will work long hours. He easily finds his "money affinity" and takes the place of a white man or woman.

The stock argument of the Japanese and Chinese patron or employer is "I prefer the white man or woman, provided I can obtain the same amount of service as cheap." In every case it will be noted that these very people are receiving a white man's wages or prices and are living in a manner suitable or agreeable to American civilization. In other words, employers of Asiatics receive their livelihood from white people and therefore do not play fair with white labor. Should such a condition prevail? Is it fair to force our men and women, who are being taught American standards of living and civilization in our educational institutions and otherwise, to compete for a living with the product of a civilization that is unfortunately in a position (by reason of its system) to exist on so little?

The Asiatic menace can be lessened, in no small degree, by making it unprofitable for Japanese and Chinese to immigrate to the United States. The simplest remedy is not to patronize them. See to it that your work, such as laundry, janitor, domestic, window cleaning, house cleaning, etc., is done by white labor; that your garments are made by white labor; that the stores, restaurants, saloons and other establishments you patronize are in their entirety conducted by others than Asiatics. By so doing better opportunity will be given to the men and women who labor.

In the early epochs of our race, men dwelt temporarily in huts, or bowers of branches, as easily constructed as a bird's nest, and which they built,—if it should be called building, when such sweet homes of a summer solstice rather grew than were made with hands,—which Nature, we will say, assisted them to rear where fruit abounded, where fish and game were plentiful, or, most especially, where the sense of beauty was to be gratified by a lovelier shade than elsewhere, and a more exquisite arrangement of lake, wood and hill. This life possessed a charm, which, ever since man quitted it, has vanished from existence.—Hawthorne.

Industrial Accident Commission

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JAMES W. MULLEN.....Editor

FRIDAY, APRIL 2, 1915.

Endurance is the crowning quality,
And patience all the passion of great hearts.
—James Russell Lowell.

So long as a man is a slave it does not make much difference to him who is the master, an individual or the State. He is none the less a slave in either event, and it is not likely one will be more benevolent and kind than the other. It therefore becomes the duty of all men, except the masters, to fight against slavery of whatever species.

The man who will not inconvenience himself to guard his own interests is not deserving of any sympathy when he has no interests to guard. There are many such men in the labor movement and if they get the worst of it they will get exactly what is due them. Things worth having are worth a little effort in order to retain them. This is the truth and the sooner union men and women come to a realization of the fact the better.

The member of a union who fails to demand the union label on his purchases is really not a union man at all, though, of course, many of them think they are. The union label stands for the employment of union men and women and the member of a union who does not demand the label has no right to insist that employers shall hire unionists, because when he uses non-union goods he hires non-unionists himself.

The prophets who last August predicted the European war could not last six months are now shouting that it must end before next Christmas. While we hope it may not be necessary for them to again revise their judgments, we must say we have very little faith in the value of their assertions. It is the old story of the man who always fails attracting but few strugglers for success. Had they remained silent last August we might now listen to them with more credulity.

It is said a bill providing for the abolishing of capital punishment will be so amended as to deny the Governor the right to pardon or parole a prisoner sentenced to life imprisonment without regard for the circumstances or new developments surrounding the case. Such a move could not be regarded as other than vicious and barbarous. No matter how one feels about capital punishment there can be no excuse whatever for favoring the taking away of the discretionary power now vested in the Governor in such cases, because it would result in grave injustice in many instances. We cannot believe the legislature will look with favor upon such a backward step.

Perfidy of a Supervisor

At the last municipal election certain candidates for office received the support of the men and women of the labor movement of this city because of representations that they believed in and would support the principles and policies of municipal government for which the organized wage workers stand.

It must be presumed when a candidate is elected by a majority of the voters standing for principles clearly set forth, that he will be expected to carry out those ideas after his election by the great majority of the people, even by those who are opposed to the principles enunciated.

This course is the one at any rate that an honest man would expect another honest man to pursue.

Last Monday afternoon, however, at the meeting of the Board of Supervisors when the crucial test as to loyalty came, one Supervisor was found wanting. True, this was not the first time the creature was found bending the pregnant hinges of knees to those who oppose dealing out justice to the men and women who earn their bread in the sweat of their faces, but it had been expected that previous plunges into the gutter of deception would have proven sufficient to satisfy the desire of the vote plunderer to serve his masters. Not so, however, for Shylock was present demanding his pound of flesh, and found a weak and willing servant prepared to satisfy the actual demand for the flesh and blood and bone of the workers.

The question under consideration had to do with the awarding of the contract for printing the municipal reports for 1912-13. The Neal Publishing Company, which was openly charged at the meeting of the Board with violating an understanding voluntarily entered into with the Printing Pressmen and Assistants' Union, was represented and insisted upon the contract being voted to the concern.

Heretofore the Board has been deadlocked on the proposition of letting the contract to the Neal concern, but on Monday last Supervisor Fred Suhr, elected as a labor representative and expected to stand loyally upon the platform which carried him into office, swung his vote against the workers and in favor of a concern which has for two years bitterly and unreasonably fought labor at every opportunity.

An honest, straightforward opponent can, should be and is respected by organized labor. The candidate for office who comes out boldly and fearlessly in opposition to the principles proclaimed by organized labor is despised by the workers if, after he is elected, he betrays those who elected him. And contrariwise, if a candidate before election leads the workers into voting for him through false actions and pretenses he is equally loathed by them. Breathes there a human with soul so dead as to be able to respect such a vile imitation of manhood?

Suhr is now in office and more than two years of his term remain yet to be served. Whether he is worth the attention which a recall election would involve is not for us to say, but we can call to the minds of the workers the manner in which he has kept faith with them, and indulge the hope that when he is again a candidate for public office—and in all probability he will be in the not distant future—they will administer a rebuke to him that will be remembered and that will serve as a lesson to all false pretenders as to the fate that awaits the practice of political deceit in San Francisco.

Remember the name. Keep it in mind, and avoid it on the ballot in future as you would the plague—Suhr.

Fluctuating Sentiments

All rocks contain some water, but some, such as the granites, carry only an inappreciable amount. Sandstone, on the other hand, has an absorptive capacity of a gallon or more of water to the cubic foot of rock and is the best water bearer of the solid rocks.

The Assembly Monday by a vote of 50 to 24 passed the Meek bill, providing for convict labor on State highways being built under the \$18,000,000 bond issue. The bill prohibits convicts from working on bridges or otherwise taking the places of skilled labor and gives each prisoner two days off of his sentence for each day's road work.

Short cuts to the goal over untraveled roads usually lead to disaster. The surest way of reaching your destination is to go over the tried and true road until the proof of the value of the short cut has been produced. It is well enough for the gambler to take long chances, and we will always have plenty of them, but the labor movement cannot depend upon chance because there is too much at stake.

In Jowett's translation of Thucydides there is an interesting speech of Anathagoras, the popular leader, in Syracuse in 415 B. C., from which the following plea for democracy has been extracted: "I shall be told that democracy is neither a wise nor a just thing, and that those who have the money are most likely to govern well. To which I answer, first of all, that the people is the name of the whole, the oligarchy of a part; secondly, that the rich are the best guardians of the public purse, the wise the best counsellors, and the many, when they have heard a matter discussed, the best judges; and that each and all of these classes have in a democracy equal privileges. Whereas an oligarchy, while giving the people the full share of danger, not merely takes too much of the good things, but absolutely monopolizes them. And this is what the powerful among you and the young would like to have, and what in a great city they will never obtain. O most senseless of men, for such you are indeed, if you do not see the mischief of your own schemes; . . . Yet even now learn if you are stupid, repent if you are guilty; and let your aim be the welfare of the whole country."

A. Barton Hepburn, one of the directors of the Rockefeller foundation, as well as of the American Agricultural Chemical Company of New Jersey which reduced the wages of men from \$2 per day to \$1.60, causing the strike which resulted in the killing of a number of the workers by thugs, testified before the Federal Industrial Relations Commission that a half million dollars worth of the chemical company's bonds had been contributed to the foundation by Rockefeller, and that he had never visited the plant. When the strike began he telephoned to an official of the chemical company and was told that the strike would probably not last very long, because there were many men out of work who would be glad to get jobs at \$1.60 a day. The company was not forced to lower wages. It was simply taking advantage of a surplus of labor. Praise of Rockefeller generosity will savor of sardonic humor until the Rockefeller foundation has washed such black stains from its hands. Florida's pampered birds should bless the workmen at Cartaret, and the harassed hookworm should curse them as it dies. They, and not Rockefeller, are the givers.

Wit at Random

"What are they going to call their baby?"
"I don't know. They named it Reginald."—Gargoyle.

The Houston school children are learning to speak "Old Ironsides," and one little lass when she came to the line: "Ay, tear her tattered ensign down!" was heard to declaim with deep feeling: "I'd tear her tattered inside out!"—Houston "Post."

"What is your reason for believing in the nebular hypothesis?" asked the man who is always seeking information.

"I don't know that I exactly believe in it," replied the scientist. "But after a man has gone to the trouble of finding out what it is, it seems a shame to contradict it."—Washington "Star."

George Ade once introduced a speaker at a banquet thus: "Two towns in Indiana lay claim to the honor of being Mr. Blank's birthplace. (A pause, during which Mr. Blank tried to look modest.) Warsaw asserts that he was born in Kokomo, and Kokomo insists that the honor rightfully belongs to Warsaw."—Christian "Register."

Little Everett was a member of the Band of Mercy Society, and was proud of the membership. He wore his badge, a small star, as if it were a policeman's insignia, and was often heard reproving other boys and girls for cruel treatment of dogs and cats.

One morning a woman of the neighborhood heard a commotion outside and found Everett in the act of tormenting the cat.

"Why, Everett," she called, "what are you doing to that poor cat? I thought you belonged to the Band of Mercy Society?"

"I did, replied the little boy, "but I lost my star."—Philadelphia "Public Ledger."

A sentry was giving close attention to his post in the neighborhood of a British army camp in England, challenging returning stragglers late after dark. The following is reported as an incident of his vigil:

"Who goes there?" called the sentry at the sound of approaching footsteps.

"Coldstream Guards!" was the response.

"Pass, Coldstream Guards!" rejoined the sentry.

"Who goes there?" again challenged the sentry.

"Forty-ninth Highlanders!" returned the unseen pedestrian.

"Pass, Forty-ninth Highlanders!"

"Who goes there?" sounded a third challenge.

"None of your d—n business!" was the husky reply.

"Pass, Canadians!" acquiesced the sentry.—Omaha "World-Herald."

The old man in the rear car seemed greatly agitated at not being able to find his ticket when the conductor came through. Finally that official, with a hearty laugh, informed him that he had found it in his mouth, which he seemed surprised to find true, and handed it over. After the conductor had passed into the next car the old fellow's companion started to make fun of him for having the ticket in his mouth and not being able to find it, whereupon he responded:

"He who laughs last, me lad, laughs best. I knew it was in me mouth the whole time, but the ticket was an old one, and I was chewing the date off it."

Miscellaneous

THE PROHIBITIONIST'S CREED.

Believe as I believe, no more, no less;
That I am right, and no one else, confess;
Feel as I feel, think only as I think;
Eat what I eat, and drink but what I drink;
Look as I look, do always as I do,
And then, and only then, I'll fellowship with you

That I am right, and always right, I know,
Because my own convictions tell me so;
And to be right is simply this to be
Entirely and in all respects like me;
To question, doubt, or hesitate, is sin.
I reverence the Bible if it be
Translated first and then explained by me;
By churchly laws and customs I abide,
If they with my opinions coincide;
All creeds and doctrines I admit divine,
Excepting those which disagree with mine.

Let sink the drowning if he will not swim
Upon the plank that I throw out to him;
Let starve the hungry if he will not eat
My kind and quality of bread and meat;
Let freeze the naked if he will not be
Clothed in such garments as are made for me.

'Twere better that the sick should die than live,
Unless they take the medicine I give;
'Twere better sinners perish than refuse
To be conformed to my peculiar views;
'Twere better that the world stand still than move
In any other way than that which I approve.
"The Lamar Sparks, Lamar, Colo.

YOU CAN.

By George Matthew Adams.

You can make of yourself anything the germ of which lives within you. But to realize your full possibilities—to dominate and achieve—you must have high aims, ideals and ambitions—all linked to an iron will. You yourself determine the height to which you shall climb. Have you the summit in view? All right—

Then start for it!

You can take command of yourself at any moment you desire to do so. You can make of yourself a towering figure in the work of the world. No one owns you. One hundred per cent of the stock in your personal corporation belongs to you. The little people of destruction that whine at your door whine at the door of every forceful man. You can make them mere pygmies in their power over your future. Are you doing this now? Well—

Then keep it up!

You can get smiles and cheer and continued youth—simply by sticking to your own craft and running your own pilot wheel with "your best" as the place of port. Results take care of themselves. Never mind the sneers, the criticisms, the mis-judgments of others. Time will fade them all away from you if your accumulated strength of character has taught you how to wait. Today is yesterday's plans put into action. Tomorrow begins today. Your worth to yourself and the world is measured by what you contribute each day in usefulness. Success is the sum of the days. You can make success sure by work, sacrifice, unselfishness and self-control.

You are the master of your own destiny. Take personal command of yourself today.

You can.

American Federation Newsletter

Secure Free Text Books.

By a two to one vote a free text books proposal for the independent school district of Sioux City, Iowa, carried. The plan was initiated and brought to a successful conclusion by organized labor.

Pass Minimum Wage Law.

Governor Hays of Arkansas has signed a bill requiring establishments which employ four or more women to pay a minimum wage of \$1 a day to inexperienced workers and \$1.25 to employees who have had two months' experience.

Paper Makers Join Union.

As a result of open meetings the Paper Makers' Union of Fitchburg, Mass., is increasing in membership. Officers of the International Paper Makers' Union, together with other organized workers, are assisting, and the advantages of trades unionism are presented in a vigorous manner.

Against Child Labor Laws.

President Attwood of the Lebanon Chain Works appeared before a joint legislative committee in opposition to the child labor bills now before the Pennsylvania Legislature. The manufacturer said: "I don't know what harm can come to a boy of ten working." As proof he offered himself as "exhibit A," and said he "began a life of toil" at that age.

New Scale For Firemen.

Stationary Firemen's Union No. 3 of Boston announces that the scale for the coming year calls for an eight-hour day with a wage scale of \$3.33 1-3, and 50 cents an hour for overtime, six days to constitute a week. Where three or more firemen are employed in a plant they shall change watches once a month or at such periods as the majority of them may agree upon, with the approval of the employer.

Advice To Women.

In a talk before several hundred members of the Business Women's Club of Boston, Professor Earl C. Barnes said: "Women, to be economically independent, should live lives of intelligence and self-respect. That means that she should not spoil the jobs of the rest by working for a small wage. Any woman who does a piece of work should say: 'This piece of work is worth so much,' and secure the price she asks."

A Deserved Rebuke.

Because an employee of the Department of Commerce refused to do work which he said "was beneath him," Secretary Redfield wrote the employee, in passing on his case: "I do not know what the kind of work can be which is beneath any man's position. I think there is no work of which I know or have heard that is beneath my dignity to do, and I am glad to say that I have done the plainest and, what is sometimes mistakenly called, the most menial work, and am ready to do it again if there is occasion for it."

Says Boiler Rooms Are Cool.

In the opinion of Chief Engineer Peterson of Salem, Mass., boiler rooms of power stations on the Bay Street Railway system, while not ranking with the Arctic zone are almost as breezy as summer resorts. Mr. Peterson would create this impression before the arbitration board, now considering wage demands of employees of this system. He insisted that engineers and firemen "never suffered sunstroke" in the boiler rooms, and that the firemen really spent only about 15

or 20 minutes in each hour "at real work." Chief Engineer Leithead, of the Haverhill station, said he favored raising wages—"if the company could afford it."

Canners Not Satisfied.

New York State canners are not satisfied with the present law regulating employment of women and children in their industry and are asking that the enactment be repealed. At a hearing before the Assembly labor and industry committee, one investigator, who worked in the canneries prior to the passage of the law complained of, told the committee that in 1912 the women worked a total of 119 hours per week in some cases, and all over 70 hours, and that their wages were but 8 cents an hour. It was shown that if the law is repealed, there will be no limit to the hours worked, and one day rest in seven will be abolished.

Pass Semi-Monthly Bill.

By the narrow margin of one vote the Minnesota Senate passed the semi-monthly pay day bill, which was passed by the House several days ago. The measure has been urged for fifteen years and has been successfully resisted by railroads and other public service corporations, which pleaded that the act denies "freedom of contract." This was answered by Senator Jones, of Duluth, who said, "I claim that unless the employees are organized there is no possibility of real freedom of contract, and it is significant that the organized men on all the railroads have strongly advocated the passage of this bill."

Unionists Demand Action.

A written request for action on legislation of interest to Ohio workers has been made by representatives of the Ohio Federation of Labor, United Mine Workers' Union and the Brotherhoods of Firemen and Enginemen and Railroad Trainmen. The bills which the unionists have been unable to get out of committees include the eight-hour work day for women, one day rest in seven for all industrial workers, the full crew bill, the freight train limit bill, the automatic fire doors for locomotives and low water gauge for locomotives. The request concludes with the statement: "We firmly believe no bill should remain in the hands of a committee but should be reported out in order that legislators can express their sentiments and votes as expected by the people of the State."

The Other Side" of Jitneys.

The "Union Leader," official journal of the union street car men of Chicago presents "the other side" of the jitney bus question, and includes in its discussion a report by Chief Engineer Phipps of the Seattle public service commission, which include these figures: "Revenue per 10-hour day, \$6.60; revenue per hour per driver, 66 cents; average operation cost (Ford), \$4.36; average profit or wage for driver, \$2.33; hours worked each day per driver, 9.20; miles per hour, 10; average length of trip, one way, miles, 2.8; average number of passengers per trip, 3.6. This shows a wage of 23 cents per hour, based on information as secured and upon operating expenses of cars in general use."

Frederick W. Taylor Dead.

Frederick W. Taylor, known in the industrial world as the originator of the "Taylor system," died in a local hospital in Philadelphia after a week's illness. The so-called "efficiency" system, which was advocated by deceased, is being opposed by organized labor on the ground that it fails to consider the human elements of a worker, would make him part of a machine, and would standardize him on the basis of the exceptionally skilled and not by the average.

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Musicians' Mutual Protective Union

Regular weekly session of the Board of Directors held Tuesday, March 30, 1915, President A. A. Greenbaum presiding.

Transfer deposited O. A. Bilodeau, Local 76, Seattle; Albert Wehinger, Local 325, San Diego; C. O. Breach, Local 537, Boise, Idaho; Jacques Wouters, Local 2, St. Louis.

Transfers withdrawn: Gustav Seigel, Local 105, Spokane; A. S. Teets, Local 390, Edmonton; Charles Kramer, Local 153, San Jose; A. C. Bowen, Local 2, St. Louis.

Members knowing themselves to be delinquent for dues or assessments can avoid publication by paying the amount due to C. H. King, Financial Secretary, 68 Haight street, at once.

The next regular meeting of the Union will be held Thursday, April 8, 1915, at 11 a. m., 68 Haight street. There are several matters of importance to come before the meeting, and members are requested to attend. There is a vacancy on the Board of Directors to be filled, the Board having appointed J. F. Fitzgerald to serve until the Union elects. A. Dijeau has asked permission of the Law and Legislative Committee to withdraw his resolutions introduced at the last meeting relative to members holding more than one engagement.

Gus Selo met with a serious accident a few days ago, being run into by a taxicab, and is at the St. Francis hospital with a fractured leg. We have not been able to learn as yet just how badly he is injured, or any particulars of the accident.

The death of T. B. Jones from acute gastritis last week was a shock to his many friends in this organization. He was not only a talented young man, but possessed a personality which gained for him the friendship of all who knew him. He was also a member of the Musical Fund Society. The funeral was private and held from the home of his mother in Oakland. His many friends extend to the mother their heartfelt sympathies in her hour of bereavement.

This organization also suffered the loss of another of its most prominent members last week in the death of Chas. A. Neale. Mr. Neale has been in delicate health for a couple of years, having undergone a serious operation some time ago in hopes of obtaining relief. He was well known among the musicians of this State, having been associated with the musical activities in Sacramento prior to his coming to this city. After locating in San Francisco he became identified with the firm of Kohler & Chase music house, and remained with them for many years. He was several times elected a member of the Executive Board of this Local and was serving in that capacity at the time of his death. He was a man of sterling quality and honest purpose, and admired by all who knew him. We extend the sympathies of this organization to the bereaved family in this hour of sorrow.

Some curious angles of the working of the new parcel post law are reflected in incidents that are having attention in the public press. It is stated that 10,000 pounds of barley were purchased at Mesa, Ariz., and shipped by parcel post via Holbrook to Snowflake, the contractor who had the star route between the latter two towns being the person who indulged in this little commercial transaction. He paid 95 cents a hundred pounds for the barley and it cost him \$1.08 a hundred to transport it. Upon his contract with the government, however, he received \$2.25 a hundred, thus getting his barley and \$22 in addition for his trouble in handling it. This was obviously rather unfair competition for the retail dealer in barley at the terminal point.

PUBLIC OWNERSHIP OF RAILROADS.

By Carl D. Thompson.

Private ownership of railroads is the most gigantic system of plunder that ever existed. In the first place the people of this nation, by excessive and sometimes fraudulent land grants, bonuses and bonds, gave the railroads enough to build the whole systems entire. Then followed the construction frauds, watered stock frauds, mail frauds and a whole train of plundering processes known only to the masters of high finance.

Today the railroads plunder the workers by low wages, long hours and impossible burdens. They plunder the people by excessive rates. Every article of food we eat, of clothes we wear, and everything we use costs more because of the excessive railroad rates.

The railroads cost the people of this country \$3,171,000,000 every year. Which means \$158.50 of every family for the railroads alone—one-quarter of the entire cost of living of an average family.

And yet they are about to raise their rates. Not satisfied with their enormous profits, they still seek more. And they will get it.

For fifty years our politicians and statesmen have told us that the railroad problem could be easily solved and would be solved by "regulation." Yet to this day not one problem has been solved by that method.

Meanwhile, nearly every important nation on earth has established public ownership of railroads, and found it a satisfactory solution of the problem. Of the seventy-eight nations in the world today, all but nine own all or considerable proportions of their railroads. Twenty-three great nations own and operate over 95 per cent of their mileage.

And everywhere the results are the same—rates are reduced, the service is improved, labor is better treated, and the nation gets the profit to use for the common good.

If the Socialists controlled Congress, the nation would very shortly own the railroads.

The actual value of the railways of the country, according to estimates based upon findings of the interstate commerce commission, is about \$15,000,000,000. Now, it is not necessary that the government should take over the whole system at once. It could buy enough of the voting stock to get control. The rest would be easy.

But suppose we bought out the whole system. We would not need to borrow the whole amount, since in our government banks, and through our income and inheritance taxes we would already have a considerable proportion of the necessary funds. But suppose the government should borrow the whole \$15,000,000,000. The interest on the loan at 2 per cent would be \$300,000,000. But the railroads' net income over and above all expenses is \$737,667,000. (Interstate commerce commission report of 1912, p. 42.) So we could pay the interest on the loan and have \$437,667,000 left—every year.

So, under public ownership, we could raise wages. Raise them \$100 a year to every railway employee in the country, from the section hand to the president of the road, just as a "starter." That would only require \$100,000,000 per year. We would still have \$337,667,000 left.

Next we could reduce rates so as to reduce the cost of living. Let \$100,000,000 go for that. We would still have \$237,667,000 left.

Next let us set aside \$1,000,000,000 per year as a sinking fund to pay off the original debt when it came due. We would still have \$137,667,000 left.

With that \$137,667,000 we could buy up the next utility; raise wages in that industry, shorten hours, improve conditions; reduce the cost of living; and use the remaining profits to buy the next utility.

And so the Socialist program would proceed from one utility to the next until the nation owned them all. Every step in the process would make the next one easier. And this socialization would go on steadily reducing the profits until there were no profits. It would go on until the profit system itself was gone—till all unearned incomes were abolished—till exploitation and robbery were completely and finally at an end.

THANKS TO LABOR.

San Francisco, Cal., March 31, 1915.

Jas. W. Mullen,

2940 Sixteenth street, San Francisco, Cal.

Dear Sir: As we are now closing our books and making our returns to the State and National Associations for the Study and Prevention of Tuberculosis, will you in your next issue of the "Clarion"—if space permits—thank the various labor unions that have so kindly contributed to our worthy cause?

As you know, there are many worthy charities in a community like ours that require assistance, and from the manner in which the laboring men have responded to our call for assistance we know that the problem involved in the prevention of tuberculosis is one that is receiving the earnest attention of the working classes.

The executive council at its last meeting directed me to thank both you and Will J. French for the assistance rendered us in our recent Red Cross Christmas Seal campaign, and to assure you that we appreciate the educational value of the articles you are now publishing on the tuberculosis problem.

Yours very respectfully,

A. H. GIANNINI, M.D.,

Executive Secretary.

SEATTLE CAR STRIKE.

Because the Puget Sound Traction, Light and Power Company refused to permit its employees to become members of the Street Carriers' Union and deal with them collectively the men went out on strike last Tuesday. A representative of the Amalgamated Association is on the ground and directing the fight.

Some children laugh at first, and then grow thoughtful; others listen gravely for a while, and then begin to laugh; but there are some who listen long with a mute request to have the music again.—Balzac.

UNION HATS

"YOU KNOW ME"



Your Hatter
Fred Ammann
72 MARKET ST.
SAN FRANCISCO.

San Francisco Labor Council

Synopsis of Minutes of the Regular Meeting Held March 26, 1915.

Meeting called to order at 8 p. m. by President Murphy. Brother J. Fisher was appointed vice-president pro tem.

Roll Call—Vice-President Brouillet excused.

Reading of Minutes—Minutes of previous meeting approved as printed.

Credentials—Cooks—Helpers—Louis Spinaz, A. W. Fraser, vice B. H. Perry and Fred Martin. Brass and Chandelier Workers—H. Melluish, vice F. Schonduby. Carpenters No. 483—C. A. McColm, P. J. Freeman, A. M. McLean, vice R. S. Shultz, W. H. McSusan. Milk Wagon Drivers—James Dickson, vice P. E. Kisner. Musicians—C. T. Schuppert, vice C. H. King.

Communications—Filed—From Janitors' Union, relative to Brother Miller being in a position to do house cleaning and window washing. From secretary of State Federation of Labor, acknowledging receipt of \$500 for Stockton assessment.

Referred to Executive Committee—From Milk-ers' Union, requesting boycott on Mayfield Farm Dairy located at Colma. From Waitresses' Union, requesting reconsideration of wage scale affecting cafeterias. From Horseshoers' Union, relative to certain horseshoe which is being placed in the market here.

Referred to Organizing Committee—Application for affiliation from Asphalt Workers' Union No. 84.

Resolutions Adopted—Resolutions submitted by Delegate J. A. O'Connell, requesting indorsement of Senate Bill No. 34, which provides for the appropriation by the State of California of the sum of \$150,000 for erection and maintenance of a tuberculosis hospital for the poor.

Whereas, There is now pending before the legislature of the State of California a bill known as Senate Bill No. 34, by Senator J. J. Crowley, providing for the appropriation by the State of California of the sum of one hundred and fifty thousand dollars (\$150,000) for the erection and maintenance at a suitable place in this State of a tuberculosis hospital for indigent poor, and

Whereas, The labor movement of America has always been and now is in favor of eradicating if possible and minimizing to some degree the terrible effects of tuberculosis and providing proper treatment and surroundings for the victims of said dreaded disease, which is largely caused by modern industrial and economic conditions; therefore be it

Resolved, By the San Francisco Labor Council in regular session assembled this 26th day of March, 1915, that we do hereby heartily approve of and endorse said Senate Bill No. 34; and be it further

Resolved, That a copy of these resolutions, under seal of this Council, be sent to each senator and assemblyman of the State of California, and that they be and each of them is respectfully requested to work for and vote for the passage of said humanitarian measure.

Reports of Unions—Bartenders—Bronx is now fair. Bill Posters—Associated Boxing Clubs will employ members of their union. Boiler Makers—Tank job of Shell Company still unfair. Bakers—Sanitary bill in legislature in good shape. Pile Drivers—Have changed meeting night from Wednesday to Thursday evening. Steam Engineers—Requested information relative to legislative agent opposing license law. Butchers—Business dull; requested a demand for button. Tailors No. 80—Have appointed committee to organize stores.

Label Section—Brother Guth called attention of delegates of lack of demand for union label,

card and button. Moved that delegates sign label cards once a month and that chairman appoint a committee of two to examine cards and report the names of delegates not signing on the second Friday of each month. Amendment, that that portion of motion dealing with reading of names be stricken out. Amendment lost and original motion carried.

Report of Executive Committee—Committee recommends that Secretary be instructed to send appeal to affiliated unions requesting financial assistance for Bottle Caners. Recommends that Tailors' Union No. 2 accept application of Bro. Schraeger, as there was nothing against him from a trade-union standpoint. Recommended indorsement of wage scale and agreement of Chauffeurs' Union, subject to indorsement of International. Committee recommended indorsement of wage scale of Cracker Bakers' Auxiliary, subject to indorsement of International Union. Committee recommended indorsement of wage scale and agreement of Marine Gasoline Engineers subject to indorsement of International Union. Report of committee concurred in.

Law and Legislative Committee—Reported that it would meet Thursday evening to prepare report on Spring Valley matter. Moved to make it a special order of business for 9:30 next Friday evening. Amended that it be made a special order of business for Friday evening, April 9th. Amendment carried, 59 in favor, 33 against.

Special Order—Grant Hamilton, organizer of the A. F. of L., delivered a very interesting address on legislation affecting labor. Moved that "Labor Clarion" publish remarks of Brother Hamilton. Carried.

New Business—Moved to grant president of Steam Engineers privilege of floor. Amended that matter be held in abeyance until return of legislative agent. Amendment carried.

Auditing Committee—Reported favorably upon all bills and warrants ordered drawn for same.

Receipts—Steam Fitters No. 590, \$8; Steam Fitters No. 509, \$8; Metal Polishers, \$16; Cigar Makers, \$48; Steam Shovelmen, \$5; Bridge and Structural Iron Workers No. 31, \$12; Bakers No. 24, \$64; Plasterers, \$20; Horseshoers, \$16; Cooks, \$36; Garment Cutters, \$44; Butchers, \$2.25; Cooks' Helpers, \$28; Ice Wagon Drivers, \$8; Steam Shovelmen, \$8; Elevator Conductors, \$12; Postal Clerks, \$16; Federal Employees, \$12; Cemetery Workers, \$8; Elevator Constructors, \$8; Leather Workers, \$8; Brass and Chandelier Workers, \$8; Janitors, \$8; Laundry Workers, \$40; Label Section, \$2. Total receipts, \$406.25.

Expenses—Secretary, \$40; postage, \$7.50; stenographers, \$51; Theo. Johnson, \$30; A. W. Brouillet, \$42; P. O'Brien, \$10; J. J. McTiernan, \$20; rent, \$7.50; T. E. Zant, \$3.75; Label Section, \$2; State Federation of Labor, \$100. Total, \$313.

Council adjourned at 11:45 p. m.

Respectfully submitted,

JOHN A. O'CONNELL, Secretary.

STRIKE MAY END.

As the result of several conferences between T. V. O'Connor, president of the International Longshoremen's Association, and representatives of the Marine Association of British Columbia, in Vancouver, it is likely a settlement of the strike will be brought about.

An agreement has been reached by the representatives and the understanding arrived at will be submitted to both employers and workers for ratification. If approved the strike will be terminated. The terms of the understanding will not be given out until after a vote is taken.

No man ever made an ill figure that understood his talents nor a good one who mistook them.—Swift.

The highest poets are those who, like the Psalmists, are most ardently enamored of righteousness. This fills their songs with sweetness and fire incomparable and immortal.—Henry J. Van Dyke.

S. N. WOOD & CO.

MARKET AND FOURTH STS., SAN FRANCISCO

Largest Coast Outfitters For MEN AND WOMEN

Safest and Most Satisfactory Place to Trade

Union Label of the United Brewery Workmen
When drinking beer, see that this label is on the keg or bottle

Union Label of the United Brewery Workmen

Union Made and Bottled

Soft Drink AND Mineral Water

OF AMERICA

COPYRIGHT & TRADE MARK REGISTERED 1903

YOUR OPPORTUNITY to Do Good and Make the World Better

By insulating that your tailor place this label in your garment, you help to abolish the sweat shop and child labor. You assist in decreasing the hours of labor and increase the wages.



Labels are to be found within inside coat pocket, inside pocket of vest, and under the watch pocket in trousers.
UNION-MADE CUSTOM CLOTHES COST NO MORE

CAN'T BUST 'EM

OVERALLS & PANTS

UNION MADE
ARGONAUT SHIRTS

EAGLESON & CO.

MANUFACTURERS OF

Union Label Shirts and Underwear

WE SELL

BELL BRAND UNION LABEL COLLARS AND CUFFS
HANSEN'S UNION LABEL GLOVES
UNION LABEL UNDERWEAR AND HOSIERY
UNION LABEL GARTERS AND SUSPENDERS
UNION LABEL NECKWEAR AND ARMBANDS
UNION LABEL COOKS' AND WAITERS' SUPPLIES

1118 MARKET STREET,
SAN FRANCISCO

Also Los Angeles and Sacramento

NOTES FROM THE LEGISLATURE.

Edward A. Brown, for several years business agent of Machinists' Union, No. 68, and more recently a camp inspector for the State Housing and Immigration Commission has been added to the State Federation of Labor's legislative staff. Theodore Johnson is there, of course, in his old capacity as assistant legislative agent and legal adviser. Besides these two men, who are on the ground at all times, Secretary Scharrenberg comes to Sacramento for most important hearings. In addition, the San Francisco Labor Council maintains a permanent lobbyist, A. W. Prouillet, a member of the San Francisco Shoe Clerks' Union. As usual, the four Railroad Brotherhoods are represented by as many capable men, namely, N. S. Ballenger, D. S. Valentine, James M. Murphy and John Finlay. The labor forces work in perfect harmony. As in the past, joint legislative headquarters are maintained at 929 K street, where all communications to either of the above-named representatives should be addressed.

The general attitude of the Chamber of Commerce upon labor bills was clearly illustrated when the Assembly Committee on Public Health and Quarantine had under consideration the new draft of a labor camp inspection law. The proponents of the bill had explained the essential features of the measure and everybody in the committee room seemed to be perfectly satisfied that this was legislation along the right lines. The chairman then asked if there was any opposition. At this stage the representative of the Chamber of Commerce announced that this particular bill was on the list of measures disapproved by the Chamber of Commerce. He did not seem to be in a position to present a valid argument against the bill, but just voiced his general opposition. Needless to state, the bill was reported out by unanimous vote with the recommendation that it "do pass."

When lobbying for labor bills one can never tell from what quarter the opposition is going to come. W. H. L. Hynes, district attorney of Alameda county, appeared before the Senate Committee on Judiciary on March 23rd, to oppose a number of measures pending in that committee. Among these was the one aiming to abolish the property qualification of jurors. Mr. Hynes expressed the opinion that the people who really have the interests of the community at heart are the property owners, and that the exclusive right, which they now enjoy, to serve on juries should not be taken from them. He also stated that this was a bill with Socialistic tendencies. He was asked how many of the States in this union still required property qualifications of jurors and stated that he did not know. When told that there were only eleven States, including California, he did not dispute the fact, and admitted that he was perhaps a little old fashioned but still thought that his objections to this kind of legislation were well founded and valid. This is one of labor's three important bills which failed of passage at the last session. The other two are: The anti-injunction bill and the bill guaranteeing a jury trial in alleged "contempt of court" cases.

For a number of years the extreme Southern Senatorial District was represented by Senator Wright, one of the leading reactionaries in the State. The extreme Northern District was, on the other hand, for years represented by Senator Shanahan, one of the ablest and biggest men in the State. The last election, however, seems to have reversed things. Senator Luce, from the extreme South, is undoubtedly one of the most progressive and fearless members of the present Senate, while Senator Shearer, who succeeded Shanahan, is easily placed in among the most reactionary half-dozen in the present Legislature.

The organized mine owners of California taught a much-needed lesson to the workers when they appeared "en masse" before the Assembly Committee on Mines and Mining to oppose the so-called "Collar-to-Collar" eight-hour bill. The bill provides that the men working underground shall be allowed to proceed from the collar of a shaft or the mouth of a tunnel on the company's time, instead of their own, and that they shall be allowed to leave their places of work to arrive again at the collar of the shaft or the mouth of the tunnel on the company's time, instead of their own, thus making the eight-hour shift provided by law, mean eight hours under ground. All the "big" mining magnates were opposed to this measure, even though in many cases the bill really did not affect their particular property. They evidently knew the value of organization. And they seriously (?) argued that if this bill should become a law (it is already "the" law of Arizona and Nevada) their mines would have to suspend operation. Among the operators present at the meeting and who spoke were: G. W. Metcalf, Mammoth Copper Company, Shasta County; John Mocene, representing the California Metal Producers' Association; F. J. Martin, Utica Mine, Calaveras County; Superintendent Uren, Eagle-Shawmut, Tuolumne County; William Hayden, North Star Mine, Nevada County; Dr. Coke, Amador; W. Smith, Kennedy Mine, Amador County; W. J. Loring, Plymouth Consolidated Mine, Amador County; J. Martin, Tuolumne County.

According to the San Francisco "Bulletin" the cement trust lobby is continuing to maintain its reputation as the most hospitable organization in any way connected with the present session of the Legislature.

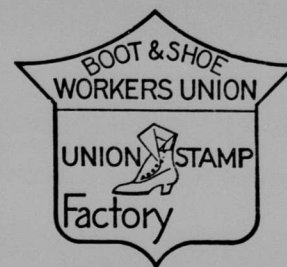
A very pleasant feature of the recent junket trip of the lawmakers to the Panama-Pacific Exposition was a dinner party at Old Faithful Inn last Saturday evening, with "Mine" Host McFarland of the Riverside-Portland Cement Company, who has labored long and faithfully against the cement container bill, at the head of the table. Among the diners were Assemblymen Chamberlin, Bartlett and Scott of Los Angeles, Boyce of Monterey, and Wills of Imperial County.

Two other members of the lower house, F. N. Rodgers of San Francisco, and H. A. Encell of Alameda, were royally entertained by cement trust lobbyists at the Thomas Cafe the very night when the cement bill received its first stab in the back.

ORPHEUM THEATRE.

The Orpheum announces for next week another splendid new bill which includes six entirely new acts. Lina Abarbanell, famous on the musical comedy and comic opera stages throughout the East, will make her first appearance in this city. Her offering will consist of a number of exclusive songs which give her beautiful voice the fullest opportunity. For each song a change of costume is made. "The Green Beetle," a Chinese fantasy, will be presented by Louis Casavant and a sterling company. Bonita and Lew Hearn term their offering "Bits of Musical Comedy" and their act, which consists of songs relieved by genuine comedy, is particularly worth while. The Seven Colonial Belles, who derive their title from the period of their costuming will offer a high class musical act. Jack Kennedy will appear in a comedy entitled "The Flare Back" in which he will have the aid of a capital company. The Kerville Family will offer a combination of jugglery, cycling, skating and novelty billiard playing which is most unique and enjoyable. With this bill Parillo and Frabito, and John Hyams and Leila McIntyre close their engagements.

Clarion Call to Men Who Labor



Buy your Shoes from the Store owned and controlled by members of Local 216, employed in the only Union Stamp Factory in the city.

BOOTS AND SHOES FOR MEN AND BOYS

OPEN TILL 8 P. M. OPEN SATURDAY EVENINGS

UNION LABEL SHOE CO.

2267 MISSION ST.

Bet. 18th and 19th



Demand the Union Label



On Your Printing, Bookbinding and Photo Engravings

If a firm cannot place the Label of the Allied Printing Trades Council on your printing it is not a Union Concern.

The German Savings and Loan Society

(The German Bank)

Savings Incorporated 1868 Commercial 526 CALIFORNIA STREET, SAN FRANCISCO, CAL.

Member of the Associated Savings Banks of San Francisco

The following Branches for Receipt and Payment of Deposits Only:

MISSION BRANCH, S. E. Corner Mission and Twenty-first Streets
RICHMOND DISTRICT BRANCH, S. W. Cor. Clement and Seventh Ave.
HAIGHT STREET BRANCH, S. W. Cor. Haight and Belvedere Streets

DECEMBER 31ST, 1914.

Assets	\$58,584,596.93
Deposits	55,676,513.19
Reserve and Contingent Funds	1,908,083.74
Employees' Pension Fund	188,521.05
Number of Depositors	66,442

Office Hours—10 o'clock A. M. to 3 o'clock P. M., except Saturdays to 12 o'clock M. and Saturday evenings from 6 o'clock P. M. to 8 o'clock P. M. for receipt of deposits only.

For the 6 months ending December 31st, 1914, a dividend to depositors of 4 per cent per annum was declared.

Most people find it hard to keep in the house. It sure goes fast

Old Gilt Edge Whiskey

Rye

Bourbon



SEE that the BAR-TENDER who waits on you wears one of these Buttons for the Current Month.

Allied Printing Trades Council

525 MARKET STREET, ROOM 703.
FERDINAND BARBRACK, Secretary.
Telephone Douglas 3178.



APRIL, 1915

LIST OF UNION LABEL OFFICES.

- *Linotype Machines.
**Intertype Machines.
†Monotype Machines.
‡Simplex Machines.
- (34) Art Printery.....410 Fourteenth
(126) Ashbury Heights Advance.....1672 Haight
(48) Baldwin & McKay.....166 Valencia
(7) *Barry, Jas. H. Co.....1122-1124 Mission
(82) Baumann Printing Co.....120 Church
(73) *Belcher & Phillips.....515 Howard
(14) Ben Franklin Press.....140 Second
(196) Borgel & Downie.....718 Mission
(69) Brower & Co., Marcus.....346 Sansome
(3) *Brunt, Walter N.....880 Mission
(4) Buckley & Curtin.....739 Market
(220) Calendar Press.....942 Market
(176) *California Press.....340 Sansome
(71) Canessa Printing Co.....708 Montgomery
(87) Chase & Rae.....1246 Castro
(39) Collins, C. J.....3358 Twenty-second
(22) Colonial Press.....516 Mission
(179) *Donaldson, Cassidy Co., The.....568 Clay
(18) Eagle Printing Company.....4319 Twenty-third
(46) Eastman & Co.....220 Kearny
(54) Elite Printing Co.....897 Valencia
(62) Eureka Press, Inc.....440 Sansome
(101) Francis-Valentine Co.....777 Mission
(203) *Franklin Linotype Co.....509 Sansome
(92) Garrad, Geo. P.....268 Market
(75) Gille Co.....2257 Mission
(17) Golden State Printing Co.....42 Second
(140) Goodwin Printing Co.....1757 Mission
(190) Griffith, E. B.....545 Valencia
(5) Guedet Printing Co.....3 Hardie Place
(27) Hall-Kohnke Co.....20 Silver
(127) *Halle, R. H.....261 Bush
(20) Hancock Bros.....47-49 Jessie
(158) Hansen Printing Co.....259 Natoma
(216) Hughes Press.....2040 Polk
(168) **Lanson & Lauray.....534 Jackson
(227) Lasky, I.....1203 Fillmore
(108) Levison Printing Co.....1540 California
(45) Liss, H. C.....2305 Mariposa
(135) Lynch, J. T.....3388 Nineteenth
(23) Majestic Press.....315 Hayes
(175) Marnell & Co.....77 Fourth
(37) Marshall, J. C.....48 Third
(95) *Martin Linotype Co.....215 Leidesdorff
(68) Mitchell & Goodman.....362 Clay
(206) **Moir Printing Company.....509 Sansome
(58) *Monahan, John & Co.....311 Battery
(24) Morris-Sheridan Co.....343 Front
(96) McClinton, M. G. & Co.....445 Sacramento
(72) McCracken Printing Co.....806 Laguna
(80) McLean, A. A.....218 Ellis
(55) McNeil Bros.....928 Fillmore
(91) McNicoll, John R.....215 Leidesdorff
(117) Mullany & Co., George.....2107 Howard
(208) *Neubarth & Co., J. J.....509 Sansome
(43) Nevin, C. W.....154 Fifth
(187) *Pacific Ptg. Co.....88 First
(59) Pacific Heights Printery.....2484 Sacramento
(81) *Pernau Publishing Co.....753 Market
(143) Progress Printing Co.....228 Sixth
(64) Richmond Banner, The.....320 Sixth Ave
(32) *Richmond Record, The.....5716 Geary
(61) *Rincon Pub. Co.....643 Stevenson
(26) Roesch Co., Louis.....Fifteenth and Mission
(218) Rossi, S. J.....517 Columbus Ave.
(30) Sanders Printing Co.....443 Pine
(145) S. F. Newspaper Union.....818 Mission
(152) South City Printing Co.....South San Francisco
(6) Shannon-Conmy Printing Co.....509 Sansome
(15) Simplex System Co.....136 Pine
(125) *Shanley Co., The.....147-151 Minna
(52) *Stacks & Peterson.....1886 Mission
(29) Standard Printing Co.....324 Clay
(83) Samuel, Wm.....16 Larkin
(49) Stockwitz Printing Co.....1212 Turk
(63) *Telegraph Press.....69 Turk
(177) United Presbyterian Press.....1074 Guerrero
(138) Wagner Printing Co.....N. E. cor. 6th & Jessie
(35) Wale Printing Co.....883 Market
(38) *West Coast Publishing Co.....30 Sharen
(36) West End Press.....2385 California
(106) Wilcox & Co.....320 First
(44) *Williams Printing Co.....348A Sansome
(51) Widup, Ernest F.....1133 Mission
(76) Wobbers, Inc.....774 Market
(112) Wolff, Louis A.....64 Elgin Park

BOOKBINDERS.

- (123) Barry, Edward & Co.....215 Leidesdorff
(222) Doyle, Edward J.....340 Sansome
(224) Foster & Futernick Company.....560 Mission
(233) Gee & Son, R. S.....523 Clay
(231) Haule, A. L. Bindery Co.....509 Sansome
(225) Hogan, John F. Co.....343 Front
(108) Levison Printing Co.....1540 California
(175) Marnell, William & Co.....77 Fourth
(131) Malloye, Frank & Co.....251-253 Bush
(130) McIntyre, John B.....523-531 Clay
(81) Pernau Publishing Co.....751 Market
(223) Rotermond, Hugo L.....545-547 Mission
(200) Slater, John A.....147-151 Minna
(132) Thumler & Rutherford.....117 Grant Ave.
(133) Webster, Fred.....Ecker and Stevenson

CARTON AND LABEL MANUFACTURERS.

- (161) Occidental Supply Co.....580 Howard

GOLD STAMPERS AND EMBOSERS.

- (232) Torbet, P.....69 City Hall Ave.

LITHOGRAPHERS.

- (230) Acme Lithograph Co.....S. E. Cor. Front and Commercial
(235) Mitchell Post Card Co.....3363 Army
(26) Roesch Co., Louis.....Fifteenth and Mission

MAILERS.

- (219) Rightway Mailing Agency.....880 Mission

NEWSPAPERS.

- (126) Ashbury Heights Advance.....1672 Haight
(139) *Bien, S. F. Danish-Norwegian.....340 Sansome
(8) *Bulletin.....767 Market
(121) *California Demokrat.....Cor. Annie and Jessie
(11) *Call and Post, The.....New Montg'my & Jessie
(40) *Chronicle.....Chronicle Building
(123) *L'Italia Daily News.....118 Columbus Ave.
(41) Coast Seamen's Journal.....59 Clay
(25) *Daily News.....340 Ninth
(94) *Journal of Commerce.....Cor. Annie and Jessie
(21) Labor Clarion.....316 Fourteenth
(141) *La Voce del Popolo.....641 Stevenson
(57) *Leader, The.....643 Stevenson
(149) North Beach Record.....453 Columbus Ave.
(144) Organized Labor.....1122 Mission
(156) Pacific Coast Merchant.....423 Sacramento
(61) *Recorder, The.....643 Stevenson
(32) *Richmond Record, The.....5716 Geary
(7) *Star, The.....1122-1124 Mission

PRESSWORK.

- (134) Independent Press Room.....348A Sansome
(103) Lyons, J. F.....330 Jackson
(122) Periodical Press Room.....509 Sansome

RUBBER STAMPS.

- (83) Samuel, Wm.....16 Larkin

PHOTO-ENGRAVERS.

- (201) Bingley Photo-Engraving Co.....573 Mission
(205) Brown, Wm., Engraving Co.....109 New Montgomery
(97) Commercial Art Eng. Co.....53 Third
(204) Commercial Photo & Engraving Co.....563 Clay
(202) Congdon Process Engraver.....311 Battery
(209) Franklin Photo Eng. Co.....118 Columbus Ave.
(198) San Francisco Engraving Co.....48 Third
(199) Sierra Art and Engraving.....343 Front
(207) Western Process Engraving Co.....76 Second

UNION PHOTO-ENGRAVING FIRMS.

Under Jurisdiction of S. F. Photo-Engr. Union No. 8:

San Jose Engraving Co.....32 Lightston St., San Jose
Sutter Photo-Engr. Co.....919 Sixth St., Sacramento
Phoenix Photo-Engr. Co.....826 Webster St., Oakland
Stockton Photo-Engr. Co.....327 E. Weber St., Stockton

WE DON'T PATRONIZE LIST.

The concerns named below are on the "We Don't Patronize" list of the San Francisco Labor Council. Members of labor unions and sympathizers are requested to cut this out and post it.

- American Tobacco Company.
Bekins Van & Storage Company.
Butterick patterns and publications.
Cahn, Nickelsburg & Co., boot and shoe mfrs.
California Saw Works, 715 Brannan.
Godeau, Julius S., undertaker.
Gunst, M. A., cigar stores.
Jellison's Cafe, 10 Third.
Lastufka Bros., harness makers, 1059 Market.
National Biscuit Company of Chicago products.
Pacific Box Factory.
Pacific Oil and Lead Works, 155 Townsend.
Philharmonic Circola Italian Band.
San Francisco "Examiner."
Schmidt Lithograph Company.
Sonoma Meat Market, 1534 Polk.
Southern Pacific Company.
The Graff Construction Co., Richmond, Cal.
United Cigar Stores.
Victoria Cafeteria, 133 Powell.
White Lunch Cafeteria.
Wyatt & Son, 1256 McAllister.

Typographical Topics

Last Sunday's meeting of the union was fairly well attended and the business was transacted with very little delay. The secretary reported that 26 members had been admitted during the month by traveling cards and that 24 members had withdrawn by travelers. The total membership on March 27th was 979. Two applications were received and two members were initiated. It was reported to the meeting that President Scott and Secretary-Treasurer Hays expect to visit San Francisco some time during the month of April, the exact date of their arrival not being known. These officials will be in Los Angeles in a few days, where they will make preliminary arrangements for holding the next convention of the I. T. U. in August. It is their intention, if time permits, to visit this city on the return trip to Indianapolis. The executive committee was instructed to take such steps as may be necessary to officially recognize the presence of these officials while in San Francisco. In order to assist the Los Angeles Labor Temple Association in its efforts to raise the debt on their building, the union donated its stock now held in that corporation to the Labor Temple Association. Upon recommendation of the legislative committee the president of the union was directed to visit Sacramento and appear before the judiciary committee of the Assembly in the interest of certain legislation believed to be for the best interest of the printing industry of this State, and also to appear before another committee and protest certain proposed measures intended to remove all restrictions and regulations governing apprentices. The new book and job scale of prices was finally approved and the job scale committee instructed to proceed with negotiations with the employing printers for the purpose of having the scale agreed to. It is expected that negotiations, which have been arranged for, will commence in a few days. The union reaffirmed its action previously taken regarding the boycott taken on Jellison's Cafe on Third street, near Market. The delegates to the Allied Printing Trades Council and San Francisco Labor Council submitted comprehensive reports of the transactions of those bodies during the last month, and the label committee submitted a very comprehensive report of its activities during the month. Two applications for the old age pension were received and approved, and one application for admission to the Union Printers' Home was acted on favorably. These three applications, two for pensions and one for admission to the Home, are striking illustrations of the benefits afforded its members by the International Typographical Union. They cover the cases of three aged members, who have reached an age where their productive ability is no longer salable to the employers, but instead of being turned out in the cold, to shift for themselves, the organization which they have helped to maintain and support for many years, now steps in and provides for them in their declining years. Moral: Don't forget to pay your dues regularly and pay them cheerfully. Membership in the Typographical Union is an asset worth preserving.

Grant Hamilton, representative of the American Federation of Labor and a member of Denver Typographical Union, was a visitor at Sunday's meeting. After the transaction of the regular order of business Mr. Hamilton was introduced to the membership and delivered a stirring and able address on the work of the trades unions and of the benefits to society afforded by such organizations. Mr. Hamilton is an able speaker, of pleasant address, wide experience and possesses a keen knowledge of the issues of the day.

Directory of Labor Council Unions

Labor Council meets every Friday at 8 P. M. at Labor Temple, Sixteenth and Capp Streets. Secretary's office and headquarters, San Francisco Labor Temple, Sixteenth and Capp Streets. Executive and Arbitration Committee meets at headquarters every Monday at 7.30 P. M. Organizing Committee meets at headquarters on second Thursdays at 7.30 P. M. Label Committee meets at headquarters first and third Wednesdays. Law and Legislation Committee meets at call of chairman. Label Section meets first and third Wednesdays at 8 P. M. Headquarters phone—Market 56.

Alaska Fishermen—Meet Fridays, 49 Clay.
Asphalt Workers—Meet 3d Monday, Labor Temple, Sixteenth and Capp
Associated Union Steam Shovelmen No. 2—Meet second Sunday each month at 12 o'clock at 215 Hewes Bldg.
Amalgamated Carpenters No. 1—Meet alternate Fridays, Building Trades Temple.
Amalgamated Carpenters No. 2—Meet alternate Fridays, Building Trades Temple.
Amalgamated Carpenters No. 3—Meet alternate Mondays, Building Trades Temple.
Amalgamated Carpenters No. 5—Meet alternate Mondays, Building Trades Temple.
Baggage Messengers—Meet 2d Mondays, 146 Steuart.
Bakers (Cracker), No. 125—Meet 2d and 4th Thursdays, Roma Hall, 1524 Powell.
Bakers' Auxiliary (Cracker)—Meets 1st and 3d Tuesdays, 1524 Powell.
Bakers No. 24—Meet 1st and 3d Saturdays, Labor Temple, Sixteenth and Capp.
Bakery Wagon Drivers—Meet 4th Friday, Labor Temple, Sixteenth and Capp.
Barbers—Meet 1st and 3d Mondays, 112 Valencia.
Bartenders No. 41—Meet 1st Mondays at 2.30, other Mondays in evening, K. of P. Hall, McCoppin and Valencia.
Bay and River Steamboatmen—Meet Sundays, headquarters, 10 East; Henry Huntsman, secretary.
Beer Drivers No. 227—Meet 2d Tuesdays and 4th Thursdays, headquarters, 177 Capp.
Beer Bottlers No. 293—Meet 1st and 3d Tuesdays, at headquarters, 177 Capp.
Bill Posters—Meet 2d and 4th Mondays, Roesch Building, Fifteenth and Mission.
Blindery Women No. 125—Meet 2d Wednesdays, Redmen's Hall, 3053 Sixteenth.
Blacksmiths and Helpers No. 168—Meet 1st and 3d Tuesdays, Labor Temple, Sixteenth and Capp.
Boiler Makers No. 25—Meet 2d and 4th Thursdays, Labor Temple, Sixteenth and Capp.
Boiler Makers No. 205—Meet 2d and 4th Tuesdays, Labor Temple, Sixteenth and Capp.
Boiler Makers No. 410—Meet 2d and 4th Wednesdays, Labor Temple, Sixteenth and Capp.
Book Binders No. 31—Meet last Thursdays, Labor Temple. W. C. Booth, Business Agent, Underwood Building, 525 Market.
Boot and Shoe Workers No. 216—Meet 2d and 4th Wednesdays, 2337 Mission, Excelsior Hall.
Bootblacks—Meet 1st and 3d Sundays, Roma Hall, 1524 Powell.
Bottle Caners—Meet 1st and 3d Fridays, Labor Temple, Sixteenth and Capp.
Box Makers and Sawyers—Meet 1st and 3d Tuesdays, 177 Capp.
Brass and Chandeller Workers No. 158—Meet 2d and 4th Wednesdays, Building Trades Temple.
Brewery Workmen No. 7—Meet 2d and 4th Saturdays at headquarters, 177 Capp.
Bridge and Structural Iron Workers No. 31—Meet Mondays, 224 Guerrero.
Broom Makers—Meet 3d Tuesday, Labor Temple, Sixteenth and Capp.
Butchers—Meet Wednesdays, Labor Temple, Sixteenth and Capp.
Butchers No. 508 (Slaughterhousemen)—Meet every Tuesday, Laurel Hall, Seventh and R. R. Avenue.
Carpenters No. 22—Meet Fridays, Building Trades Temple.
Carpenters No. 304—Meet Mondays, Carpenters' Hall, 112 Valencia.
Carpenters No. 483—Meet Mondays, 112 Valencia.
Carpenters No. 1082—Meet Tuesdays, 112 Valencia.
Carpenters No. 1640—Meet Thursdays, Building Trades Temple.
Carriage and Wagon Workers—Meet 3d Monday, Labor Temple, Sixteenth and Capp.
Cemetery Employees—Meet 1st and 3d Saturdays, Columbia Hall, Twenty-ninth and Mission.
Cement Workers No. 1—Meet Wednesdays, Building Trades Temple.
Chauffeurs No. 265, I. B. of T.—Meet 1st and 3d Thursdays in evening, 2d and 4th Thursdays in afternoon, at 215 Willow Avenue. S. T. Dixon, Business Agent.
Cigar Makers—Meet 1st and 3d Thursdays, Labor Temple, Sixteenth and Capp.
Cloth Hat and Cap Makers No. 9—Meet 2d and 4th Wednesdays, Jefferson Square Hall, J. J. Kane, Secretary, 112 Collingwood.
Composition Roofers No. 25—Meet 1st and 3d Mondays, Building Trades Temple.
Cooks' Helpers—Meet 2d and 4th Wednesdays at headquarters, 338 Kearny.
Cooks No. 44—Thursday nights; headquarters, 83 Sixth.
Coopers No. 65—Meet 2d and 4th Tuesdays, Labor Temple, Sixteenth and Capp.
Electrical Workers No. 6—Meet Wednesdays, Building Trades Temple.
Electrical Workers No. 151—Thursdays, 112 Valencia.
Electrical Workers No. 537—Wednesdays, 146 Steuart.
Elevator Conductors and Starters No. 13,105—Meet 1st and 3d Wednesdays, Building Trades Temple.
Elevator Constructors No. 8—Meet 1st and 3d Fridays, Building Trades Temple.
Federation of Federal Civil Service Employees—Meets 1st Tuesday, Native Sons' Bldg., 414 Mason; headquarters, 608 Pacific Bldg.
Furniture Handlers No. 1—Meet 2d and 4th Fridays, Building Trades Temple.
Garment Cutters—Meet 2d and 4th Thursdays, Labor Temple, Sixteenth and Capp.
Garment Workers No. 131—Meet 1st and 3d Thursdays, Labor Temple, Sixteenth and Capp.
Gas Appliance and Stove Fitters—Meet 2d and 4th Wednesdays, Labor Temple, Sixteenth and Capp.
Gas and Electric Fixture Hangers No. 404—Meet 2d and 4th Mondays, Building Trades Temple.
Gas and Water Workers—Meet 1st and 3d Thursdays, Building Trades Temple.
Glass Bottle Blowers—Meet 2d and 4th Saturdays, Labor Temple, Sixteenth and Capp.
Glove Workers—Meet 3d Friday, Roesch Bldg.
Granite Cutters—Meet 2d and 4th Tuesdays, Building Trades Temple.

Grocery Clerks—Meet 1st and 3d Thursdays; headquarters, Labor Temple, Sixteenth and Capp; hours, 10 to 11 A. M.
Hatters—Jas. McCrickard, Secretary, 1154 Market.
Hoisting Engineers No. 59—Meet Mondays, Building Trades Temple.
Horseshoers—Meet 2d and 4th Tuesdays, Labor Temple, Sixteenth and Capp.
House Smiths and Iron Workers No. 78—Meet Wednesdays, Building Trades Temple.
House Movers—Meet 2d and 4th Wednesdays, Building Trades Temple.
Ice Wagon Drivers—Meet 2d and 4th Mondays, Labor Temple, Sixteenth and Capp.
Iron, Tin and Steel Workers No. 5—Meet 1st and 2d Saturdays, Metropolitan Hall, South San Francisco.
Janitors—Meet 1st Monday and 3d Saturday, 8 p. m., Labor Temple, Sixteenth and Capp.
Laundry Wagon Drivers—Meet 2d and 4th Wednesdays, Labor Temple, Sixteenth and Capp.
Leather Workers on Horse Goods—Meet 1st and 3d Thursdays, Building Trades Temple.
Machine Hards—Meet 2d and 4th Tuesdays, Labor Temple, Sixteenth and Capp.
Machinists' Auxiliary, Golden West Lodge No. 1—Meet 1st and 3d Tuesdays, Labor Temple, Sixteenth and Capp.
Machinists No. 68—Meet Wednesdays; headquarters, Labor Temple, Sixteenth and Capp.
Mailers—Meet 4th Monday, Underwood Building, 525 Market.
Mantel, Grate and Tile Setters—Meet 1st and 3d Fridays, Building Trades Temple.
Marble Workers No. 41—Meet 1st and 3d Tuesdays, Building Trades Temple.
Marble Cutters No. 38—Meet 2d and 4th Mondays, Building Trades Temple.
Marine Firemen, Oilers and Water Tenders—Meet Tuesdays, 58 Commercial.
Marine Gasoline Engineers No. 471—Meet 1st and 3d Thursdays, headquarters, Labor Temple, Sixteenth and Capp.
Metal Polishers—Meet 1st and 3d Wednesdays, Veterans' Hall, 431 Duboce Avenue.
Milkers—Meet 1st Tuesdays at 2 p. m., and 3d Tuesdays at 8 p. m., at Labor Temple; headquarters Labor Temple, Sixteenth and Capp.
Milk Wagon Drivers—Meet Wednesdays, Labor Temple, Sixteenth and Capp.
Millmen No. 422—Meet Tuesdays, Building Trades Temple.
Millwrights No. 766—Meet 1st and 3d Fridays, Building Trades Temple.
Molders' Auxiliary—Meets 2d and 4th Mondays, Labor Temple, Sixteenth and Capp.
Molders No. 164—Meet Tuesdays, Labor Temple, Sixteenth and Capp; headquarters, Labor Temple, Sixteenth and Capp.
Mold Makers No. 66—Meet 1st Thursday, Roesch Building.
Moving Picture Operators, Local No. 162—Meet 2d and 4th Thursdays, midnight, at headquarters, Musicians' Hall, 68 Haight.
Musicians—Headquarters, 68 Haight.
Office Employees—Meet 2d and 4th Wednesdays, Labor Temple, Sixteenth and Capp.
Painters No. 19—Meet Mondays, Building Trades Temple.
Pattern Makers—Meet 2d and 4th Thursday nights at headquarters, Labor Temple, Sixteenth and Capp.
Pavers No. 18—Meet 1st Monday, Labor Temple, Sixteenth and Capp.
Photo Engravers No. 8—Meet 1st Sundays at 12 m., in Labor Temple, Sixteenth and Capp.
Pile Drivers, Bridge and Structural Iron Workers—Meet Wednesdays; headquarters, 457 Bryant.
Plasterers No. 66—Meet Mondays, Building Trades Temple.
Plumbers No. 442—Meet Fridays, Building Trades Temple.
Post Office Clerks—Meet by motion of union, Knights of Columbus Hall.
Press Feeders and Assistants—Meet 2d Wednesdays, Labor Temple, headquarters, 557 Clay.
Printing Pressmen No. 24—Meet 2d Mondays, Labor Temple, Sixteenth and Capp.
Rammermen—Meet 1st Tuesday, Labor Temple, Sixteenth and Capp.
Retail Clerks No. 432—Meet Wednesdays, 8 p. m., K. of P. Hall.
Retail Delivery Drivers—Meet at headquarters, 2d and 4th Thursdays, Labor Temple, Sixteenth and Capp.
Retail Shoe Clerks No. 410—Meet Tuesdays, 8 p. m., K. of P. Hall.
Riggers and Stevedores—Meet Mondays, 8 p. m., 74 Folsom.
Sailors' Union of the Pacific—Meet Mondays, Maritime Hall Bldg., 59 Clay.
Sail Makers—Meet Thursdays, Labor Temple, Sixteenth and Capp.
Sheet Metal Workers No. 95—Meet 1st and 3d Mondays, 224 Guerrero.
Sheet Metal Workers No. 104—Meet Fridays, 224 Guerrero.
Sign and Pictorial Painters No. 510—Meet Fridays, Building Trades Temple.
Soda and Mineral Water Bottlers—Meet 1st Friday, Labor Temple, Sixteenth and Capp.
Soda and Mineral Water Drivers—Meet 2d Friday, 177 Capp.
Stable Employees—Meet Thursdays, Labor Temple, Sixteenth and Capp.
Stationary Firemen—Meet Tuesdays, Labor Temple, Sixteenth and Capp.
Steam Engineers No. 64—Meet Tuesdays, Building Trades Temple.
Steam Fitters and Helpers—Meet 1st and 3d Wednesdays, Labor Temple, Sixteenth and Capp.
Steam Fitters No. 509—Meet Tuesday evenings, 224 Guerrero.
Steam Laundry Workers—Meet 1st and 3d Mondays, Labor Temple, Sixteenth and Capp; headquarters, Labor Temple.
Steam Shovel and Dredgemen No. 29—Meet 2d Tuesday, Golden Eagle Hotel, 253 Third. John McGaha, Secretary-Treasurer.
Stereotypers and Electrotypers—Meet 1st Wednesday, 704 Underwood Building, 525 Market.
Street Railway Employees—Jos. Giguerre, 2444 Polk.
Switchmen's Union No. 197—Meet 1st and 3d Sundays, 2876 24th.
Tailors (Journeymen) No. 2—Meet 1st and 3d Tuesdays, Labor Temple, Sixteenth and Capp.
Tailors No. 400—Meet 2d Monday, Labor Temple, Sixteenth and Capp.
Teamsters—Meet Thursdays; headquarters, 536 Bryant.
Teamsters No. 216—Meet Saturdays, Building Trades Temple.
Theatrical Employees—Meet 1st and 3d Tuesdays, 11 a. m., 68 Haight.
Tobacco Workers—Meet 3d Fridays, Building Trades Temple. Miss M. Kerrigan, Secretary, 290 Fremont.
Typographical No. 21—Meets last Sunday, Labor Temple, Sixteenth and Capp; headquarters, Room 701, Underwood Bldg., 525 Market.
Undertakers—Meet on call at 3567 Seventeenth.
United Glass Workers—Meet Wednesdays, Building Trades Temple.
United Laborers of S. F.—Meet Tuesdays, Building Trades Temple.
Upholsterers—Meet Mondays, Labor Temple, Sixteenth and Capp.
Waiters No. 30—Meet 1st Wednesday, 2.30 p. m., other Wednesday evenings, at headquarters, 14 Seventh.
Waitresses No. 48—Meet Wednesdays, 149 Mason.
Web Pressmen—Meet 4th Monday, Labor Temple, Sixteenth and Capp.
Ladies' Auxiliary to Label Section—Meets 2d and 4th Mondays, Labor Temple, Sixteenth and Capp.
Anti-Jap Laundry League—313-14 Anglo Bldg., Sixteenth and Mission.

Notes in Union Life

During the week just closed the following San Francisco union men have passed away: Frank E. Goodrich of the cement workers, John R. Hudson and Charles Mohrmann of the bartenders, Anton Thau of the laborers, William H. Harland of the beer drivers, Henry Henrickson of the hod carriers, John E. Wharton of the mailers, Edward J. Connor of the painters.

The Stationary Firemen's Union at its meeting last meeting night voted a \$10 benefit to the Bottle Caners' Union, the members of which are on strike. Carpenters' Union No. 1082 gave a similar amount.

The bill providing for semi-monthly pay days for workers, which was introduced by Assemblyman Mouser, passed the Assembly Monday by a vote of 47 to 10. Persons employed in farm, dairy, agricultural, horticultural or viticultural pursuits and those in poultry or stock raising or domestic service are exempted in the bill.

The Senate judiciary committee last Monday night recommended for passage Senator Owens' bill, which prohibits labor unions from restricting the number of apprentices in any trade.

The members of the Chauffeurs' Union of this city are opposed to the law that is being introduced in the Legislature compelling them to pay a license of \$2 per year.

The Labor Council has sent out an appeal for financial assistance for 26 women and six men bottle caners, on strike against local firms for attempting to force a 20 per cent reduction in wages. These workers are putting up a strenuous fight and are deserving of the substantial support of the labor movement, as there has never been a call made upon them for help in the hour of need in this city that they did not respond to.

The Labor Council has indorsed proposed legislation providing for a State tuberculosis hospital.

Henry Ullner, general secretary-treasurer of the American Brotherhood of Cement Workers, has resigned that position, owing to the removal of the headquarters of the brotherhood from San Francisco to Chicago. It was a question with Ullner whether to retain his position or his home in San Francisco, and he chose the latter.

Bartenders' Union No. 41 extends a cordial invitation to all trade unionists and wage workers to attend the annual outing, reunion, races and athletic games to be held next Sunday, day and evening, in Shell Mound Park, Emeryville, to replenish the beneficiary fund of that union. A program of exceptional merit and superior attractions has been arranged by the committee in charge.

Carpenters' Union No. 1082 has donated \$10 to the bottle caners on strike against a reduction of wages. The donation was made in response to an appeal from the Labor Council.

Carpenters' Union No. 483 disbursed \$386 in benefits to members during the past week.

Andrew Furuseth, president of the International Seamen's Union, has returned from Washington, D. C., after a successful fight in securing the passage of the Seamen's Bill. He will go to Sacramento to work for the passage of the proposed Anti-Injunction Bill, which is recommended by the American Federation of Labor.

Musicians' Union No. 6 has elected C. T. Schuppert and A. S. Less delegates to the San Francisco Labor Council, and appointed J. F. Fitzgerald a director of the union to fill vacancies.

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Personal and Local

The books donated to the Labor Council Hall Association by the Newspaper Solicitors' Union last December were intended to serve as a nucleus for the establishment of a permanent library in the new Labor Temple. Other organizations are invited to follow suit.

The following unions have contributed to the defense fund for Schmidt and Caplan, union men awaiting trial in Los Angeles, charged with complicity in the murders committed in the dynamiting in that city in 1910: Carpenters' Union No. 22, \$250; United Laborers' Union No. 1, \$250; Millmen's Union No. 42, \$250; Sheet Metal Workers' Union No. 104, \$150.

Asphalt Workers' Union No. 84 has applied for affiliation with the Labor Council.

The Union Printers' Mutual Aid Society will give a grand ball and entertainment at the German House Auditorium, Turk and Polk streets, Wednesday, April 21st.

A number of claims for unpaid wages have been presented to State Labor Commissioner McLaughlin by men and women who have been employed in cafes at the Exposition. They have also engaged an attorney to bring suit for the amounts alleged to be due them.

The new wage scale of Chauffeurs' Union, providing for a wage of \$4 per day for chauffeurs on sight-seeing cars and a monthly wage of \$100 for ticket sellers and guides, was indorsed by the Labor Council last Friday night. The Council approved the wage scale of Marine Gasoline Engineers' Union calling for an increase of \$10 per month and two additional days off. The proposed wage scale of Cracker Packers' Union, calling for a slight increase in wages, was also indorsed by the Labor Council.

The United Garment Workers will give a social dance in the Labor Temple on Saturday evening, April 17th. Admission will be by invitation only.

William P. Bowser, business agent for the Boiler Makers' Union, reports that the job at Army and Kentucky streets, the material for which is being supplied by the Western Pipe and

Steel Company, has been placed on the unfair list. The work was stopped last week pending negotiation which failed. Showers, the sub-contractor, refuses to meet the requirements of the union.

The result of the recent election held by the Pattern Makers' Association was as follows: President, J. S. Cronin; recording secretary, Foster G. Dyer; business agent, Frank C. Miller.

The Milkers' Union has asked the Labor Council to declare its intention to boycott the Mayfield Farm Dairy of Colma.

The Bartenders' Union reports that after picketing the Hotel Bronx for eleven months, the matter has been settled.

The hearing of the report of the law and legislative committee on the proposed Spring Valley purchase has been set for Friday evening, April 2d, at 9:30 o'clock. The committee has gone thoroughly into the subject and the report will give its conclusions in the matter.

The Riggers' and Stevedores' Union has selected Sunday, April 18th, to celebrate its 62d annual outing and reunion. The committee in charge of arrangements has decided upon Shell Mound Park for the occasion.

On Friday evening, April 9th, at the Knights of Columbus Auditorium, 150 Golden Gate avenue, San Francisco, the blind students of the Berkeley, Cal., State Institution for the Deaf and the Blind will tender a concert for the purpose of raising a fund to entertain the members of the National Association of the Deaf which will convene in this city July 18th-25th and also to purchase musical instruments. It is generally known that the blind pupils have always rendered high class musical selections. The players will be composed of twenty clever artists. Tickets can be obtained at all music stores.

In the future all delegates to the Labor Council will be required to sign a card once a month telling how many union label garments they are wearing. Each delegate is supposed to have at least five union label garments. Names of delinquents will be made public.

\$70,000 BEING RETURNED.

The State Compensation Insurance Fund, the insurance enterprise of the State of California, led all competitors in 1914, writing net premiums of \$547,161, or \$144,000 in excess of the writings of its closest competitor.

The operating expense of the "Fund" (other than claims) amounted to only 8 per cent of net premiums, a showing of economy never equalled by any state insurance fund in competition.

Of all premiums earned in 1914, fifteen per cent is now being returned to policyholders (except those who paid only the minimum premium). This return is being made as the actual pay-roll of employers is ascertained, and about one-half the entire sum has actually been paid to date. In addition, the "Fund" has an unapportioned surplus of 28 per cent, which will be returned to 1914 policyholders when the excess of legal reserves over actual losses is determined and withdrawn. This additional surplus, subject to distribution, will be apportioned to each employer in such measure as the experience on the risk has contributed to the surplus in the class; the class surplus to be determined by ascertaining to what extent the earnings in each class have contributed to the total surplus of the "Fund." In this manner, the employer is encouraged to promote safety, because by preventing accidents, he will participate to a greater extent in the return, and such method of refunding premium also tends to correct any relative unfairness in initial rates. The plan further carries out the intent of the Compensation Act that the State Compensation Insurance Fund shall provide insurance for employers at actual cost.

The State Compensation Insurance Fund is operated under the direction of the California Industrial Accident Commission.

The executive office of the "Fund" is located at No. 525 Market street, San Francisco, and the Los Angeles office is in the W. I. Hollingsworth Building.

Begin with a generous heart. Think how you can serve others. Then you shall find resources grow. Your own portion shall not be left desolate.—O. B. Frothingham.

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